

envirosense®

Equality, Diversity & Inclusion Policy

Document Ref.	DR-010
Date of Approval	27 July 2025
Version	2
Document Owner	Robin Askey
Approval Signature	

Equality, Diversity & Inclusion Policy

EnviroSense is committed to encouraging equality, diversity and inclusion among our workforce, and eliminating unlawful discrimination. We aim to provide equality, fairness and respect for all in our employment, whether temporary, part-time or full-time. We recognise the protected characteristics under the Equality Act 2010 of:

- age
- disability
- gender reassignment
- marriage and civil partnership
- pregnancy and maternity
- race
- religion or belief
- sex
- sexual orientation

We shall not unlawfully discriminate.

We oppose all forms of unlawful discrimination including in:

- pay and benefits
- term and condition of employment
- dealing with grievances and discipline
- dismissal
- redundancy
- leave for parents
- requests for flexible working
- selection for employment, promotion, training or other developmental opportunities.

Our Commitments

• Work Environment

We encourage equality, diversity and inclusion in the workplace. We endeavour to create a work environment free from bullying, harassment, victimisation and unlawful discrimination. We have new offices as of the 5th May 2025 with equal access for all potential employees. We take allegations of bullying, harassment, victimisation and unlawful discrimination seriously and deal with acts of misconduct quickly and thoroughly.

• Employee Conduct

Employees are held accountable for acts of bullying, harassment, victimisation and unlawful discrimination. Employees are trained on their rights and responsibilities under this policy and are encouraged to help the organisation uphold these commitments.

• Opportunities

We make decisions concerning staff based on merit and review our employment practices and procedures when necessary to ensure fairness and also update them and the policy to take account of changes in the law. We make opportunities for training, development and progress available to all staff.



Implementation and Accountability

Our team is responsible for ensuring the implementation and enforcement of this Equality, Diversity, and Inclusion policy, which is reviewed annually.